

## **RE-STRUCTURING IMPLEMENTATION COMMITTEE**

### **The Committee's Span of Responsibility**

To determine all necessary arrangements for implementing the indicative senior management structure.

To decide on numbers of 1<sup>st</sup> and 2<sup>nd</sup> Tier officers and the span of work responsibility allocations for those officers.

To determine appointments to or dismissal from the posts of Director and other JNC Officers reporting to the Chief Executive, or Head of Paid Service, subject to there being no objection to the appointment / dismissal being lodged by the Leader of the Council.

To recommend to the Council the appointment or dismissal of the Head of Paid Service, the Monitoring Officer and the Chief Financial Officer.

All severance and flexible retirement cases (excluding compulsory redundancy) that are in excess of £100,000 on total costs including redundancy, pay in lieu of notice, holiday pay, pension costs are required to go to the Restructuring Implementation Committee for approval. This is for all employees, not just Chief Officers.

Compulsory redundancy cases where the total cost is in excess of £100,000 do not require approval from the RIC, but a note will be shared with the RIC at the next available meeting for information, or communicated directly to RIC Members if no meeting is scheduled.

### **Membership**

The Committee shall comprise one Member from each political group (by convention, this is the Group Leaders).